

Voting January 2024

REPORTING PERIOD: 01/01/2024 to 31/01/2024

Voting Statistics

	Total	Percent
Votable Meetings	19	
Meetings Voted	19	100.00%
Meetings with One or More Votes Against Management	10	52.63%
Votable Ballots	74	
Ballots Voted	74	100.00%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	240		4		244	
Proposals Voted	240	100.00%	4	100.00%	244	100.00%
FOR Votes	214	89.17%	2	50.00%	216	88.52%
AGAINST Votes	21	8.75%	2	50.00%	23	9.43%
ABSTAIN Votes	1	0.42%	0	0.00%	1	0.41%
WITHHOLD Votes	2	0.83%	0	0.00%	2	0.82%
Votes WITH Management	221	92.08%	3	75.00%	224	91.80%
Votes AGAINST Management	19	7.92%	1	25.00%	20	8.20%

Note: Where management does not make a vote recommendation, these votes are not included in either votes WITH or AGAINST Management. In cases where different votes are submitted across different accounts for a given meeting, votes cast are distinctly counted hence total votes submitted may be higher than unique proposals voted.

Plus500 Ltd.

Meeting Date: 08/01/2024

Country: Israel

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Vote FOR if You Are a Controlling Shareholder or Have a Personal Interest In the Re-election of Anne Grim as Director and Approve Her Remuneration, otherwise vote AGAINST	None	Against
1B	Vote FOR if You Are NOT a Controlling Shareholder and Do NOT Have a Personal Interest In the Re-election of Anne Grim as Director and Approve Her Remuneration, otherwise vote AGAINST	None	Against
<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>			
2A	Vote FOR if You Are a Controlling Shareholder or Have a Personal Interest In the Re-election of Tami Gottlieb as Director and Approve Her Remuneration, otherwise vote AGAINST	None	Against

Plus500 Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2B	Vote FOR if You Are NOT a Controlling Shareholder and Do NOT Have a Personal Interest In the Re-election of Tami Gottlieb as Director and Approve Her Remuneration, otherwise vote AGAINST	None	For
3A	Vote FOR if You Are a Controlling Shareholder or Have a Personal Interest In the Re-election of Daniel King as Director and Approve His Remuneration, otherwise vote AGAINST	None	Against
3B	Vote FOR if You Are NOT a Controlling Shareholder and Do NOT Have a Personal Interest In the Re-election of Daniel King as Director and Approve His Remuneration, otherwise vote AGAINST	None	For

HDFC Bank Ltd.

Meeting Date: 09/01/2024

Country: India

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reappointment and Remuneration of M.D. Ranganath as Independent Director	For	For
2	Approve Reappointment and Remuneration of Sandeep Parekh as Independent Director	For	For
3	Approve Reappointment and Remuneration of Sashidhar Jagdishan as Managing Director and Chief Executive Officer	For	For
4	Approve Appointment and Remuneration of V. Srinivasa Rangan as Executive Director	For	For

Trigano SA

Meeting Date: 09/01/2024

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	For	For
4	Approve Allocation of Income and Dividends of EUR 3.50 per Share	For	For
5	Approve Remuneration Policy of Chairman of the Supervisory Board	For	For
6	Approve Remuneration Policy of Supervisory Board Members	For	For
7	Approve Remuneration Policy of Chairman of the Management Board	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The scope of the derogation remains too vague. - In previous years, the company would allocate governance fees to the management board members. However, this year, this remuneration practice falls short market standards as the company does not provide either any rationale, or any disclosure regarding their amount and cap, or any performance condition attached to this fee allocation. These fees have repeatedly increased over the years. A vote against is warranted as no LTI scheme is in place: - The remuneration policy does not include any LTIP, which undermines the link between pay and long-term shareholder value.</i></p>			
8	Approve Remuneration Policy of CEOs	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The scope of the derogation remains too vague. - In previous years, the company would allocate governance fees to the management board members. However, this year, this remuneration practice falls short market standards as the company does not provide either any rationale, or any disclosure regarding their amount and cap, or any performance condition attached to this fee allocation. These fees have repeatedly increased over the years. A vote against is warranted as no LTI scheme is in place: - The remuneration policy does not include any LTIP, which undermines the link between pay and long-term shareholder value.</i></p>			
9	Approve Remuneration Policy of Management Board Members	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The scope of the derogation remains too vague. - In previous years, the company would allocate governance fees to the management board members. However, this year, this remuneration practice falls short market standards as the company does not provide either any rationale, or any disclosure regarding their amount and cap, or any performance condition attached to this fee allocation. These fees have repeatedly increased over the years. A vote against is warranted as no LTI scheme is in place: - The remuneration policy does not include any LTIP, which undermines the link between pay and long-term shareholder value.</i></p>			
10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 264,075	For	For
11	Approve Compensation Report of Corporate Officers	For	For
12	Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Considering the lack of disclosure on the payment of substantial governance fees, a well implemented company practice since several years.</i></p>			
13	Approve Compensation of Stephane Gigou, Chairman of the Management Board	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The high level of fees ("Governance fees") awarded to each member of the management board without any detail provided by the company, a well implemented company practice since several years. - The continued limited disclosure regarding the achievements and weight of each performance criterion attached to the bonus. Also note that: the company increased for the third consecutive year the executives' base salaries without providing any rationale. Repeated and unforeseen salary increases without any disclosed rationale for Stephane Gigou and Michel Freiche.</i></p>			

Trigano SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Approve Compensation of Michel Freiche, CEO	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The high level of fees ("Governance fees") awarded to each member of the management board without any detail provided by the company, a well implemented company practice since several years. - The continued limited disclosure regarding the achievements and weight of each performance criterion attached to the bonus. Also note that: the company increased for the third consecutive year the executives' base salaries without providing any rationale. Repeated and unforeseen salary increases without any disclosed rationale for Stephane Gigou and Michel Freiche.</i>			
15	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	For	Against
<i>Blended Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>			
16	Authorize Filing of Required Documents/Other Formalities	For	For
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For

Tongling Nonferrous Metals Group Co., Ltd.

Meeting Date: 15/01/2024

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.</i>			
2	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- The company has not specified the details and the provisions covered under the proposed amendments.</i>			
3	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- The company has not specified the details and the provisions covered under the proposed amendments.</i>			
4	Amend Management System for Raised Funds	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- The company has not specified the details and the provisions covered under the proposed amendments.</i>			
5	Approve Daily Related Party Transactions	For	For

China Yangtze Power Co., Ltd.

Meeting Date: 16/01/2024

Country: China

Meeting Type: Special

China Yangtze Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Investment in Construction of Chongqing Fengjie Rapeseed Dam Pumped Storage Power Station Project	For	For
2	Amend Articles of Association and Rules and Procedures for Meetings	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - A vote AGAINST is warranted because the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders.</i>			
3.1	Elect Tan Ke as Supervisor	For	For

Intuit Inc.

Meeting Date: 18/01/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	For	For
1b	Elect Director Scott D. Cook	For	For
1c	Elect Director Richard L. Dalzell	For	For
1d	Elect Director Sasan K. Goodarzi	For	For
1e	Elect Director Deborah Liu	For	For
1f	Elect Director Tekedra Mawakana	For	For
1g	Elect Director Suzanne Nora Johnson	For	For
1h	Elect Director Ryan Roslansky	For	For
1i	Elect Director Thomas Szkutak	For	For
1j	Elect Director Raul Vazquez	For	For
1k	Elect Director Eric S. Yuan	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- PSUs are based on TSR compared to a peer group of other large technology companies, and the target number of shares is earned if the company achieves a relative TSR ranking at the 60th percentile over three discrete performance periods covering 12, 24, and 36 months. Shares earned based on the 12- and 24-month performance periods do not vest until the end of the 36-month period.</i>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Ernst & Young LLP as Auditors	For	For

Intuit Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Amend Omnibus Stock Plan	For	For
6	Report on Climate Risk in Retirement Plan Options	Against	Against

Mitchells & Butlers Plc

Meeting Date: 23/01/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Re-elect Amanda Brown as Director	For	For
5	Re-elect Keith Browne as Director	For	For
6	Re-elect Dave Coplin as Director	For	For
7	Re-elect Eddie Irwin as Director	For	For
8	Re-elect Bob Ivell as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
9	Re-elect Tim Jones as Director	For	For
10	Re-elect Josh Levy as Director	For	For
11	Re-elect Jane Moriarty as Director	For	For
12	Re-elect Phil Urban as Director	For	For
13	Reappoint KPMG LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Approve Performance Share Plan	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Visa Inc.

Meeting Date: 23/01/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	For	For
1b	Elect Director Kermit R. Crawford	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For
1d	Elect Director Ramon Laguarta	For	For
1e	Elect Director Teri L. List	For	For
1f	Elect Director John F. Lundgren	For	For
1g	Elect Director Ryan McInerney	For	For
1h	Elect Director Denise M. Morrison	For	For
1i	Elect Director Pamela Murphy	For	For
1j	Elect Director Linda J. Rendle	For	For
1k	Elect Director Maynard G. Webb, Jr.	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - NEO Suh was granted a one-time equity award and cash bonus valued by the company at \$11 million and \$3 million, respectively, to compensate for unvested equity, incentives he forfeited when joining the company, and an obligation to reimburse a sign-on bonus from his previous employer. Also note that certain other NEOs granted one-time awards. In connection with their expanded roles during the CEO transition, NEOs Fabara, Taneja, and Tullier were granted one-time performance share awards valued by the company at \$3 million, \$5 million, and \$5 million, respectively. The performance shares utilize the same performance conditions as the annual-cycle awards.</i></p>			
3	Ratify KPMG LLP as Auditors	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	For	For
5	Adjourn Meeting	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against

Dino Polska SA

Meeting Date: 24/01/2024

Country: Poland

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Meeting Chairman	For	For
4	Approve Agenda of Meeting	For	For

Dino Polska SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Elect Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- The name of the nominee was not disclosed by the company.</i>			
6	Approve Remuneration of Newly Elected Supervisory Board Member	For	For

Britvic Plc

Meeting Date: 25/01/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Elect Ian Durant as Director	For	For
5	Elect Rebecca Napier as Director	For	For
6	Re-elect Sue Clark as Director	For	For
7	Re-elect William Eccleshare as Director	For	For
8	Re-elect Emer Finnan as Director	For	For
9	Re-elect Hounaida Lasry as Director	For	For
10	Re-elect Simon Litherland as Director	For	For
11	Re-elect Euan Sutherland as Director (WITHDRAWN)	None	Abstain
<i>Blended Rationale: An ABSTAIN vote regarding the re-election of Euan Sutherland is warranted as he has now stepped down from the Board and his resolution has subsequently been withdrawn.</i>			
12	Reappoint Deloitte LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Adopt New Articles of Association	For	For

Britvic Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Jabil Inc.

Meeting Date: 25/01/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	For	For
1b	Elect Director Christopher S. Holland	For	For
1c	Elect Director Mark T. Mondello	For	For
1d	Elect Director John C. Plant	For	For
1e	Elect Director Steven A. Raymund	For	For
1f	Elect Director James Siminoff	For	For
1g	Elect Director David M. Stout	For	For
1h	Elect Director N.V. "Tiger" Tyagarajan	For	For
1i	Elect Director Kathleen A. Walters	For	For
1j	Elect Director Kenneth S. Wilson	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			

Valvoline Inc.

Meeting Date: 25/01/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	For	For
1b	Elect Director Lori A. Flees	For	For

Valvoline Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Richard J. Freeland	For	For
1d	Elect Director Carol H. Kruse	For	For
1e	Elect Director Vada O. Manager	For	For
1f	Elect Director Patrick S. Pacious	For	For
1g	Elect Director Jennifer L. Slater	For	For
1h	Elect Director Charles M. Sonstebly	For	For
1i	Elect Director Mary J. Twinem	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

On The Beach Group Plc

Meeting Date: 26/01/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Richard Pennycook as Director	For	For
4	Re-elect Simon Cooper as Director	For	For
5	Re-elect Shaun Morton as Director	For	For
6	Re-elect David Kelly as Director	For	For
7	Re-elect Elaine O'Donnell as Director	For	For
8	Re-elect Justine Greening as Director	For	For
9	Re-elect Zoe Harris as Director	For	For
10	Elect Veronica Sharma as Director	For	For
11	Elect Jon Wormald as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For

On The Beach Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

WH Smith Plc

Meeting Date: 26/01/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Colette Burke as Director	For	For
5	Re-elect Annette Court as Director	For	For
6	Re-elect Carl Cowling as Director	For	For
7	Re-elect Nicky Dulieu as Director	For	For
8	Re-elect Simon Emeny as Director	For	For
9	Re-elect Robert Moorhead as Director	For	For
10	Re-elect Marion Sears as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Adopt New Articles of Association	For	For

WH Smith Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Hollywood Bowl Group Plc

Meeting Date: 29/01/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Special Dividend	For	For
4	Approve Remuneration Report	For	For
5	Elect Rachel Addison as Director	For	For
6	Re-elect Peter Boddy as Director	For	For
7	Re-elect Stephen Burns as Director	For	For
8	Re-elect Melanie Dickinson as Director	For	For
9	Re-elect Laurence Keen as Director	For	For
10	Re-elect Julia Porter as Director	For	For
11	Re-elect Ivan Schofield as Director	For	For
12	Reappoint KPMG LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Midea Group Co. Ltd.

Meeting Date: 29/01/2024

Country: China

Meeting Type: Special

Midea Group Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares of 2018 Performance Share Incentive Plan	For	For
2	Approve Repurchase and Cancellation of Performance Shares of 2019 Performance Share Incentive Plan	For	For
3	Approve Repurchase and Cancellation of Performance Shares of 2021 Performance Share Incentive Plan	For	For
4	Approve Repurchase and Cancellation of Performance Shares of 2022 Performance Share Incentive Plan	For	For
5	Approve Repurchase and Cancellation of Performance Shares of 2023 Performance Share Incentive Plan	For	For
6	Approve Provision of Guarantee	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.</i>		
7	Approve Change in Use of Repurchased Shares and Cancellation	For	For

SSP Group Plc

Meeting Date: 30/01/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve UK and International Share Incentive Plans	For	For
5	Approve Final Dividend	For	For
6	Re-elect Mike Clasper as Director	For	For
7	Re-elect Patrick Coveney as Director	For	For
8	Re-elect Jonathan Davies as Director	For	For
9	Re-elect Carolyn Bradley as Director	For	For
10	Re-elect Tim Lodge as Director	For	For
11	Re-elect Judy Vezmar as Director	For	For

SSP Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Kelly Kuhn as Director	For	For
13	Re-elect Apurvi Sheth as Director	For	For
14	Reappoint KPMG LLP as Auditors	For	For
15	Authorise Board to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

BellRing Brands, Inc.

Meeting Date: 31/01/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Shawn W. Conway	For	For
1.2	Elect Director Thomas P. Erickson	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for Governance Committee members Thomas (Tom) Erickson and Jennifer Kuperman Johnson given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, which adversely impacts shareholder rights.</i>			
1.3	Elect Director Jennifer Kuperman Johnson	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for Governance Committee members Thomas (Tom) Erickson and Jennifer Kuperman Johnson given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, which adversely impacts shareholder rights.</i>			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Imperial Brands Plc

Meeting Date: 31/01/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Therese Esperdy as Director	For	For
6	Re-elect Stefan Bomhard as Director	For	For
7	Re-elect Susan Clark as Director	For	For
8	Re-elect Diane de Saint Victor as Director	For	For
9	Re-elect Ngozi Edozien as Director	For	For
10	Re-elect Alan Johnson as Director	For	For
11	Re-elect Robert Kunze-Concewitz as Director	For	For
12	Re-elect Lukas Paravicini as Director	For	For
13	Re-elect Jonathan Stanton as Director	For	For
14	Elect Andrew Gilchrist as Director	For	For
15	Reappoint Ernst & Young LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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